I. INTRODUCTION

1. In November 1989, the Economic Commission for Africa through its unit, the African Training and Research Centre for Women (ECA/ATRCW) convened the fourth Regional Conference on the Integration of Women in Development on the Implementation of the Arusha (1984) and Nairobi (1985) Forward-looking Strategies for the Advancement of Women. The conference was held in Abuja, Nigeria, from 6 to 10 November 1989. The major objectives of the Conference were to review and reflect on the degree of implementation of the Arusha and Nairobi Strategies, to discern short-comings, to design further strategies for overcoming the pitfalls and to project the future of the African women beyond the year 2000 in the context of social and economic development of the African region.

2. In line with the Conference objectives and within the context of the three objectives of the United Nations Decade for Women, namely Equality, Development and Peace, participating member States highlighted what had been done to implement the Strategies. Obstacles encountered, constraints experienced and future perspectives were discussed. In general, most countries observed and reported that there had been some modest progress following the implementation of the Strategies. At the end, the Conference adopted the Abuja Declaration on Participatory Development: The Role of Women in Africa in the 1990s.

3. Having assessed the current situation of women in Africa, within the context of the Arusha and Nairobi Strategies, the Abuja Declaration lists areas of slow progress and areas where implementation has been initiated. Areas of slow progress include, among others, employment, health, access to resources including credit and technology while areas where implementation is being initiated include, science and technology, decision-making mainstreaming and environment; areas of substantial progress include, education, agriculture and food production, law and legislation and institutional structures.

4. Following the fourth Regional Conference on the Integration of Women in Development, the primary objective of the present report is to further review and appraise the implementation of the Nairobi Forward-looking Strategies. The report is also a follow-up to the report presented in 1989 (document E/ECA/CM.15/17) to the ECA Conference of Ministers on the "Changing socio-economic conditions of women in Africa in the context of the Nairobi Forward-looking Strategies".

5. Accordingly, this review is in line with General Assembly resolution 42/62 on "Implementation of the Nairobi Forward-looking Strategies for the Advancement of Women" adopted on 30 November 1987. In particular, paragraph 9 of the resolution reaffirmed the need for the United Nations to develop an integrated reporting system with the Commission on the Status of Women at its centre and, building upon existing information and resources, to monitor the review and appraisal of progress in the advancement of women, which are based on clear and relevant statistical and other measurable indicators and which will assist member States in identifying problems and in developing remedial measures, at the national, regional and international levels.

6. Taking into consideration reports and observations made by participating member States during the fourth Regional Conference in 1989, the present report will review activities undertaken by member States covering the period 1985-1990 giving attention to areas where there had been slow progress as stated in the Abuja Declaration.[1] The review will also reflect on the activities undertaken by United Nations agencies as stipulated in the Mid-term Review and Appraisal of the implementation of the United Nations Programme of Action for African Economic Recovery and Development, 1986-1990 (UN-PAAERD) in relation to the Nairobi Forward-looking Strategies.

7. The paper is therefore presented as follows: part II of the review presents a conceptual framework of the long-term objectives of the Strategies, i.e., Equality, Development and Peace. Part III reviews the situation of women in political participation and decision-making; part IV provides sectoral analysis and reviews the current situation of women in education, employment and industry; part V reviews issues pertaining to law and legislation; part VI reviews progress made at the international level; and finally, part VII draws conclusions and advances recommendations.

II. EQUALITY, DEVELOPMENT AND PEACE

A. EQUALITY

8. The Nairobi Forward-looking Strategies defined equality in economic and social participation. Participation in the economic and social spheres of life means the contribution made by individuals to any economic and social activity, the benefits the receive from it and their involvement at the decision-making level, as full members of society.[2] "Equality" envisaged in the Nairobi Strategies has yet to be reached because equality does not mean only the absence of discrimination but also equality of rights, responsibilities and opportunities.

9. In a number of African countries, equality is stipulated in national legislation, in constitutions and declarations, but have to contend with some traditional rigid attitudes.[3] The more women legislate for equality of rights in marriage, guardianship of children, custody of children, property ownership, etc., the more they will recognize the need for enforcement and monitoring mechanisms to bring about equality, and the more they will realize that they should

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[1] Abuja Declaration on Participatory Development: The Role of Women in Africa in the 1990s.

[2] Report of the Secretary-General, E/CN.6/1989/5.

[3] Speech presented by Mrs. Suzanne Mubarak, First Lady of Arab Republic of Egypt during the opening ceremony of the fourth Regional Conference on the Integration of Women in Development, Abuja, Nigeria 6 to 10 November 1989.

play a more dynamic role in decision-making in relation to the various aspects of life.[4] This report discusses equality in relation to employment, legislation, the application of laws and the like.

B. DEVELOPMENT

10. The ultimate goal of development in Africa is to ensure the overall well-being of the people through sustained improvement in their living standards.[5] It is predicated that development has to be engineered and sustained by the people themselves through their full and active participation.[6]

11. As former President Mwalimu Julius Kambarage Nyerere said: "Development brings freedom provided it is development of the people. But people cannot be developed, they can only develop themselves. A man develops himself by joining in free discussions of a new venture and participating in the subsequent decisions; he is not being developed if he is herded like an animal into a new venture."[7]

12. From a women in development perspective, there is a growing tendency to see the participation of women as a key economic factor in the whole development process. In this respect, some governments among member States have adopted national policies and plans oriented towards gender responsive planning and have given support to national machineries in their discharge of responsibilities as co-ordinators of women in development programmes.

13. The most common measures taken to promote the integration of women into economic development emphasize income-generating activities by the provision of vocational training and education. Accordingly, mainstreaming is being taken as an important mechanism for incorporating women in major programmes. The perspective is one of integrating women in development into all aspects of development assistance. The report reviews the various areas of development in which women have been involved and are making progress as well as experiencing socio-economic changes.

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[4] Ibid.

[5] Africa Alternative Framework to Structural Adjustment Programmes for Socio-economic Recovery and Transformation (AAF-SAP), E/ECA/CM.15/6/Rev. 3, April 1989.

[6] Ibid.

[7] Situation of Women in Tanzania, Ministry of Community Development, Culture, Youth and Sports, Dar-es-Salaam, 1988.

C. PEACE

14. Development cannot be achieved without peace and equality nor can universal peace be attained without the full and equal participation of women in all spheres of development and particularly in decision-making. In the area of peace, some governments have and are still playing a greater role and making contributions towards peace efforts particularly with regard to apartheid and refugee women in Southern Africa. However, in spite of these efforts, there are still obstacles at different levels including conflicts among countries, civil war, etc., whereby women and children are victims of circumstances. These require new orientations, approach and strategies for their removal, more especially as the worsening economic and social conditions in Africa continue to place severe limitations on available resources.

15. Participation of women in peace is seen in their struggle against apartheid and civil war among countries. In this context, it is difficult to bring up concrete examples of actions undertaken in the area of peace. Hence, peace is not documented in the sectoral review and analysis of this report.

III. ANALYSIS OF WOMEN'S POLITICAL PARTICIPATION AND DECISION-MAKING

16. Following the period of the struggle for national independence, women have been given in many countries of Africa recognition as a potential force capable of playing an active role, not only in the economic development of their respective countries, but also in the political arena. In the majority of African countries, women have the right to vote and are eligible for election to public office where they can exercise all public functions. However, despite this equality of political rights in law, women still play a minor political role at all levels including their participation in economic decision-making and management. Many reviews, research studies and reports have established the low participation and representation of women in economic decision-making, management and in politics.

17. In her global analysis of women in high-level political decision-making, Kathleen Staudt states that "political culture has its roots in a state formation process in which women had little part ..... . Those who study women's occupational integration into masculine institutions document tendencies from assimilation to routinized boundary heightening. Political institutions are one of the most masculine of all institutions, into which women may not easily integrate."[8] While a few women have succeeded in reaching the decision-making level in politics and in economic managerial level, and thereby have overcome some of the barriers and reduced overt male opposition, many obstacles still remain to be overcome before women can become an equal and visible party to decision-making processes.

18. Within the African region, data and information made available and collected from different sources shows that there has been notable increase in the number of women entering the arena of decision-making and power. This increase is seen in the number of judges, directors of

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[8] EGM/EPPDM/1989/WP.2. Paper presented at an Expert Group Meeting on Equality in Political Participation and decision-making held at Vienna, 18-22 September 1989.

institutions, commissioners, permanent/principal secretaries, managers of parastatal companies, ambassadors and ministers. On ministerial and members of parliament posts, it is not easy to present facts and figures that are valid for any one point in time throughout the world in general and Africa in particular. This is because the incumbents of ministerial posts are always changing due to the political changes taking place now and then in any given country as well as other factors.

19. Data on women in political life are in any case scarce, and totally missing are data on women behind the scenes who may have advisory positions but no titles. However, while the available statistics may be misleading in terms of the ability and knowledge acquired by women, they do paint a true picture of their minimal representation in the front line of political life.[9] As an example of the low representation of women at the decision-making level, table 1 below shows the proportion of decision-making positions held by women on a regional basis.

Table 1: Percentage of women in ministerial and sub-ministerial decision-making positions by region, 1987[10]

Region	Ministerial Level	Four highest levels
Africa	2.5	3.6
Asia and the Pacific	1.6	2.2
Latin America and the Caribbean	4.0	6.0
Socialist countries of Eastern Europe	4.6	3.7
Western Europe and other	8.9	7.5

Source: E/CN.6/1990/2

20. Accordingly, in an attempt to present an estimate percentage of women in the single or lower chamber of parliament, table 2 shows women in parliament as of 30 June 1989 in Africa as presented by the Inter-Parliamentary Union (IPU). IPU is the world-wide organization of parliaments which works for peace and co-operation among peoples. As of mid-1989, 112 of the 145 legislative assemblies established in the world's sovereign States were represented in the IPU and that parliamentarians across the world represented 12.7 per cent women and 87.3 per cent men.

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[9] Women 2000, No. 1, 1990. Published to promote the goals of the Nairobi Forward-looking Strategies for the Advancement of Women.

[10] For the purpose of this analysis, countries have been grouped according to the regional groupings used by the United Nations. "Western Europe and other" includes, in addition to European countries, Australia, Canada, New Zealand and the United States of America.

Table 2: Women in Parliament as of 30 June 1989 in Africa

Country	%	Country	%
Tunisia	4.3	Somalia	4.0
Algeria	2.4	Seychelles	16.0
Morocco	0	Kenya	1.0
Egypt	3.9	Uganda	n.a
Mali	6.1	Rwanda	15.7
Cape Verde	14.5	Mauritius	7.1
Togo	5.2	Malawi	8.1
Benin	n.a.	Mozambique	15.7
Sao Tome and Principe	11.8	Madagascar	n.a
Cameroon	14.4	Swaziland	n.a
Equatorial Guinea	n.a	Djibouti	0
Senegal	12.5	Ethiopia	6.4
Gambia	n.a	Tanzania	10.7
Guinea Bissau	n.a	Comoros	0
Liberia	6.2	Zambia	5.1
Cote d'Ivoire	5.7	Zimbabwe	9.0
Sierra Leone	n.a	Botswana	5.1
Central Africa Republic	0	Zaire	5.7
Gabon	13.3	Angola	14.5
Congo	9.8		

Source: IPU wall chart June 1989
n.a : not available

N.B. Some countries are not included in this list because they are either not IPU members or information was not available.

21. As shown in table 2 albeit information in some countries was not available, there is an indication that governments and women themselves have made some efforts to enter into the political arena. However, women's involvement in the political system of the country is still at a very low level mainly because of traditional attitudes, male-oriented systems and other factors. Women in decision-making political positions tend to be regarded as exceptions to the rule.

22. In general, and looking at tables 1 and 2, it is noted that African women are still inadequately represented in political processes at the national and international levels. Since all actions and projects flow from policy decisions and many such decisions are made without sufficient knowledge of the needs of women, this area is of crucial importance particularly since equality in political participation and decision-making is one of the major priorities for the

advancement of women in the 1990s. Without success in this area, other areas of advancement of women will be put at risk.

23. Equity strategies should be directed at increasing the number of women in decision-making positions. Facing the 1990s, the Abuja Declaration on Participatory Development: The Role of Women in Africa in the 1990s adopted at the fourth Regional Conference on the Integration of Women in Development recommends, among others, that by the year 2000 at least one in eight top policy- and decision-makers in Africa (cabinet ministers, high civil servants, top echelons of the armed forces, police and judiciary and top management in parastatals, and private corporations) should be a woman.[11] Furthermore, the Declaration recommends that the incidence and patterns of women's participation at the decision-making level should be studied with a view to identifying obstacles and strategies for overcoming those obstacles and that there is need to increase their access to information, develop their negotiating and organizational skills and fully exercise their voting skills.[12]

24. While recognizing the critical contributions made by women to African societies and economies and the extreme subordination and discrimination suffered by women in Africa, participants to the International Conference on Popular Participation in the Recovery and Development Process in Africa which adopted the African Charter for Popular Participation in Development and Transformation (Arusha 1990) agreed that the "attainment of equal rights by women in social, economic and political spheres must become a central feature of a democratic and participatory pattern of development". It was also the consensus of the Conference that the attainment of women's full participation must be given highest priority by society as a whole and African Governments in particular.[13]

IV. SECTORAL ANALYSIS AND CURRENT SITUATION OF WOMEN IN EDUCATION, EMPLOYMENT AND INDUSTRY

A. EDUCATION AND TRAINING

25. Human resources help to accumulate capital, exploit natural resources and build social, economic and political organizations necessary for economic development. A country that neglects to develop the skills and knowledge of its entire population and utilize them effectively

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[11] Abuja Declaration on Participatory Development: The Role of Women in Africa in the 1990s, UNECA, 1990.

[12] Ibid.

[13] African Charter for Popular Participation in Development and Transformation (Arusha 1990), E/ECA/CM.16/11.

in the national economy is unlikely, in the long run, to develop anything else. In Africa, women constitute more than half of the population and hence a potential human resource which needs to be developed, appropriately utilized and exploited for effective development. Education according to Mrs. Suzanne Mubarak, First Lady of the Arab Republic of Egypt, is the foundation for the promotion and improvement of the status of women. it is the basic tool which equips women to fulfil their duties as wives, mothers and partners in development. Education mobilizes the untapped resourcefulness of women in order for them to contribute most effectively to their surrounding society. Schooling imparts knowledge, skills and brings about new positive attitudes towards the welfare of the society.[14]

26. To solve the serious problems of today within the social-cultural, economic and political dimensions, there is need to give more attention to women and young girls in the area of education and training. High illiteracy rates for women are a major obstacle to their effective participation in the industrialization process, for example. Modern technology not only reduces the number of jobs but also requires high levels of skill to fill the ones that are available. More men than women possess these skills as few women have the opportunity to acquire them.[15]

27. Taking stock at what has happened since 1985 and in particular 1989 in the area of education and training, this review shows that governments have attained achievements in education both in general as well as specifically for girls, and that the education of girls has increased substantially. Although still high in a few countries, illiteracy is said to be decreasing. In the area of adult education, many countries in Africa have established or expanded functional literacy programmes for adults, especially for rural women. Functional literacy programmes as had been reported by many member States focus on education in the fields of health, nutrition and home economics. On policies to improve women's education and training, many countries have introduced measures to increase the enrolment of girls and provision of training opportunities at various levels, the location of more funds to education as well as the promotion of education and training for women in non-traditional areas such as high technology.

28. With regard to science and technology, some countries such as Nigeria, Ghana, Kenya, Zimbabwe, the United Republic of Tanzania, Senegal, to mention a few, have introduced measures to increase women's participation through the implementation of consciousness-raising programmes to achieve equality between the sexes, by the revision of school curricula and by the promotion of equal opportunities in vocational training.

29. In all, there has been an increase in the enrolment of girls at the primary, secondary and post- secondary levels. Some countries have achieved parity at the primary school level while

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[14] Speech presented by Mrs. Suzanne Mubarak, First Lady of the Arab Republic of Egypt at the fourth Regional Conference on the Integration of Women in Development, Abuja, Nigeria, 6 to 10 November 1989.

[15] Women and Industrialization in Developing Countries, UNIDO, Vienna. United Nations, New York, 1981.

dropouts at the secondary and post-secondary levels continue to exist and even more for various reasons such as teenage pregnancy, early marriage and traditional practices that tend to value the education of boys more than that of girls. A look at tables 3.1 and 3.2 on pupils enrolled at the first level (primary education) males and females respectively from 1985 to 1990, there has been a tremendous increase in the enrolment of girls. In the case of Lesotho and Botswana for instance, there are more female enrolled than boys. The increase of female enrolment [1985-1990 (see table 3.2)] in countries (randomly selected) such as Algeria, Burkina Faso, Nigeria, Burundi, Kenya, Mozambique and Uganda according to the estimated figures represent 23, 59, 41, 58, 29, 19 and 53 per cent respectively.

30. Tables 3.3 and 3.4 show female enrolment at the second and third levels respectively for the period 1985-1990. Looking at the estimated figures, there is certainly an increase of enrolled female students at both levels. However, compared to the estimated figures of female enrolment at the first level (see table 3.2), there is a big dropout of female students. This implies that the higher the educational level, the lower the female number enrolled.

31. In general, significant improvement in the enrolment of females at all levels is noted particularly at the first level where the number of female enrolments is higher compared to the second and third levels where the trend towards a decreasing enrolment of females is more pronounced as evidenced in tables 3.3 and 3.4. If women are to improve their socio-economic conditions and their participation in all spheres of development, they require access to all forms of education and training. Member States have to continue making every effort to implement measures that would provide more education and training opportunities for girls/women.

32. Accordingly, as has been recommended in the Abuja Declaration under education, by the year 2000, parity in literacy, primary and secondary education and at least 40 per cent of university enrolment should be achieved.[16] Measures should be taken to educate the public that changes in women's education must be seen in terms of enabling women and girls to secure employment and equal participation with men in the political and economic fields. On their part, women in high positions should play a more active role in educating their fellow women about the role women should play in women's emancipation.

B. EMPLOYMENT

33. Despite the improvement in access to education for women, the long-term effect on women's employment in the formal sector has in general, not improved. This review discusses employment in three categories: wage/salary employment (formal employment, e.g., in social services and industries), agriculture and informal sector.

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[16] Abuja Declaration. UNECA, 1990.

(a) Formal sector

34. According to an ILO report, the level of women's participation in wage employment during the past 15 years in sub-Saharan Africa has rapidly increased. Between 1970 and 1985, the size of female employment increased from less than 1 million to almost 4 million corresponding to annual growth rate of 10 per cent during the period. As a proportion of the total female labour force, this rose from 1.9 per cent in 1970 to 5.0 per cent in 1985. In the share of women in total modern sector employment amounted to about 19 per cent compared to 12 per cent in 1970.[17] Despite this growth in the share of women in modern sector employment, their overall participation in the sector still remains low. In fact, because of the economic crisis and retrenchment, employment opportunities have been reduced. As a result, female unemployment has increased while male unemployment has decreased.

35. Statistics by the United Nations Department of Public Information shows that in 1984, female unemployment worldwide was 12.9 per cent and by 1988 it had increased to 13.4 per cent. Male unemployment, on the other hand, was 9.4 per cent in 1984 and decreased to 8.3 per cent in 1988. Despite governments' declared intentions for equal work for equal pay, worldwide, women still earn only two-thirds of men's pay and often depend on informal trade for their survival. For example, it is estimated that in Nigeria, 94 per cent of women are engaged in the informal sector.

36. There are, however, variations among various countries in the share of female labour force in wage employment. The fastest growth rate is observed in Botswana where the share of modern sector in total female labour force rose from 6 per cent in 1970 to 25 per cent in 1985. In Malawi, it rose from 1.5 to 6 per cent during the same period. In Liberia, it rose from 3.6 to 9 per cent and in Swaziland, it rose from 9 to 20 per cent. Some countries fell behind this general upward trend. In Ethiopia, for example, modern sector share in total female labour force declined from 0.9 per cent in 1970 to 0.8 per cent in 1985. Overall, the highest share in 1985 was found in Mauritius at 59 per cent.[18]

37. On the basis of available data on 11 selected countries for 1987 as shown in table 4, the following pattern is observed: most women are concentrated in community, social and personal services where they account for 28.9 per cent in the case of Kenya. In Mauritius, 57.4 per cent women are in manufacturing sector, while very few women are employed in electricity and water as well as construction.

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[17] ILO/JASPA Women's employment promotion in Africa: patterns and relevant issues, 1990.

[18] Ibid.

Table 4: Sectoral distribution of female wage employment in selected countries (% of women in the various sectors of employment)

	Kenya	Zambia	Sierra Leone	Tanzania	Botswana	Gambia	Malawi	Mauri-tius	Niger	Swazi-Land	Zimba-bwe
	1987	1980	1974	1984	1986	1986	1986	1987	1986	1986	1985
Agric/forestry	23.5	7.1	30.1	9.0	13.4	18.7	15.5	26.6	3.1	21.8	17.6
Mining/quarry	2.2	5.4	0.9	11.2	7.0			49.4	2.6	4.3	2.2
Manufacturing	10.0	5.7	8.3	10.0	24.1	18.0	24.2	57.4	4.5	31.1	6.8
Electricity/water	8.9	1.5	10.1	8.7	6.5	5.8	8.5	3.5	2.0	7.9	3.9
Construction	8.4	1.9	0.6	6.8	4.7	1.9	1.0	1.6	1.5	3.0	1.6
Wholesale/retail Restaurants/Hotel	16.4	8.4	46.9	6.8	45.8	18.1	7.4	21.8	7.6	41.9	15.4
Transport and Communications	10.0	5.8	1.9	5.0	14.2	7.5	5.6	8.2	6.7	12.6	6.2
Finance insurance Real estate business Services	21.6	11.9	18.0	29.5	32.1	15.8	9.9	29.3	22.9	35.5	34
Community/social personal services	28.9	11.0		26.4	37.9	21.2	18.0	20.9	17.3	45	24.8
All industries	21.7	7.3	28.0	16	29.9	15.2	14.8	34.5	7.1	27.7	16.6

Source: ILO Yearbook of Labour Statistics (various issues), ILO, Geneva.

38. In general, sectoral breakdown of female labour force in 1985 in Africa was estimated as follows: 75 per cent were concentrated in agriculture; 18 per cent in the informal sector and 6 per cent in the modern sector (see table 5). Compared to 1990 as shown in table 5, there is an observed 1 per cent increase in the agriculture sector, a slight decline in the informal and modern sectors.

Table 5: Distribution of female labour force by major economic sectors (%)

Major sector	1970	1980	1985	1990
Agriculture	84.0	76.0	75.0	76.0
Informal Sector	10.1	14.8	17.9	17.7
Modern Sector	1.9	3.6	5.9	5.0
Unemployed	4.0	5.6	1.2	1.6
	100.0	100.0	100.0	100.0

Source: JASPA Data Bank, 1990.

(b) Female employment in agriculture

39. In 1990, the number of females in the agricultural labour force in sub-Saharan Africa amounted to more than 55 million, which represents 43 per cent of the total labour force. In most countries, women form the bulk of the labour force engaged in food production and produce nearly 60 per cent of the food that is consumed by rural households.[19] In most cases and in the rural areas in particular, women provide the major labour input especially in food production. According to a recent publication, statistics show that 97.8 per cent of the economically active women in the United Republic of Tanzania are involved in agriculture but in the whole country only 5 per cent of the agricultural employees are women.[20]

40. During the fourth Regional Conference on the Integration of Women in Development held in Abuja, Nigeria in November 1989, and having reviewed the implementation of the Strategies, it was observed that women work harder than men particularly in such agricultural tasks as land preparation, planting, sowing, weeding, processing and marketing of food crops. In addition to the agricultural production activities, it was observed that women also play a multiplicity of other roles such as non-farm income-generating activities in addition to their reproductive role. Due to a variety of circumstances, it was noted that women were also increasingly assuming major responsibilities as heads of household in many countries such as Swaziland, Mali, Kenya, to mention a few. In Lesotho for instance, 60-80 per cent of all rural households may be, de facto and de jure, female headed.[21]

41. In general, according to the information gathered by ECA and as was reported by many member States participating in the Regional Conference in Abuja, Nigeria (1989) agricultural production was being improved through the supply of such inputs as selected seeds, fertilizer and plant protection facilities. Agricultural extension services were currently centred on the participation of women farmers with a view to raising their productivity.

42. The activities of several United Nations agencies have also focused on women farmers within the context of the United Nations Programme of Action for African Economic Recovery and Development 1986-1990 (UN-PAAERD). The UN-PAAERD in the agriculture development sector at the national level states that:

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[19] ILO, Women and Land, report on the Regional African Workshop on Women's Access to Land in Strategy for Employment Promotion, Poverty Alleviation and Household Food Security, 17-21 october, Harare, Zimbabwe, ILO, Geneva, 1989.

[20] Situation of women in Tanzania, Dar-es-Salaam, Tanzania, 1988.

[21] Government of Lesotho; Lesotho country report on Progress in Agrarian Reform and Rural Development with Selected Rural Development Indicators. Maseru, March 1983, p. vi.

" Africa's priority programme lays considerable emphasis on the food and agriculture sector. The priority programme seeks to revitalize the more dynamic and internally generated forces for growth and development. Primary focus will be on women farmers who contribute significantly to agriculture productivity." (UN-PAAERD, 1986-1990)

43. Within this context and in line with the Nairobi Forward-looking Strategies, a review of activities carried out by the United Nations agencies indicates some initiatives towards strengthening the capacities of African women farmers. These initiatives include activities such as: training and extension services; the provision of credit and new technologies, research and policy support. United Nations agencies such as ILO, UNIDO, IFAD and ATRCW have made efforts to strengthen the capacities of women farmers through staff training, training of extension workers particularly female agricultural extension workers with rural women; training women in technical skills, income-generating skills, food processing; training and formation of women's groups through the integrated rural programmes; and training non-literate women farmers through the use of audio-visual materials, interviews.[22]

44. In general, these activities have provided women with access to employment, increased income and strengthened women s organizations as a result of learning and acquiring negotiation skills. In the area of credit, some agencies' activities have shown a move towards providing women with access to credit through agricultural credit projects in areas such as food processing, marketing; aid fund such as ILO's allocation of its budget to projects for rural women for credit; credit support system for productive activities of women under the "credit support system for productive activities of women" project by UNDP and the revolving loan funds (RLF). UNIFEM's direct experience with credit systems in a number of countries, coupled with surveys available on tne impact of revolving loan fund, and other programmes on women, has pointed to the conclusion that women's access to credit can significantly improve their production and marketing capacities and that low-income women are reliable borrowers and are willing to take risks.[23]

45. Under technologies, new technologies have been provided to women farmers and are aimed at lessening their burdens, improving their productivity and the quality of their production. The various technologies include: food processing technologies, transport devices, food storage, farm implements, conservation of water resources, improved stoves and energy. ILO provides to women farmers technologies for palm oil processing, coconut oil processing, fish smoking, shea butter processing and grinding mills. Countries involved are Ghana and Lesotho. UNIDO provides food processing technologies to women in Zambia on pilot fruit processing by rural women; assistance to rural women engaged in salt processing in Nigeria; women in salt production in the Niger and salt production and marketing in the Gambia. In April 1989, IFAD

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[22] UN-PAAERD, Report on the Engagement of African Women as Agents of Development at all levels, UNIFEM and ECA/ATRCW, New York, March 1990.

[23] Ibid.

technical assistance grant for a subregional pilot project to develop and disseminate appropriate food processing equipment for Mali and Burkina Faso was granted. UNDP is currently undertaking a project on "increasing rural women's food productivity through agricultural technology, transfer and adoption in Africa". This project is currently under preparatory assistance phase and will develop a method for assembling and disseminating "production package" adopted to specific agro-ecological zones for major crops cultivated by women. Activities are planned to start in early 1991 and participating countries include Ghana, Kenya, Sierra Leone, the United Republic of Tanzania, Zambia and Zimbabwe.

46. Albeit it is difficult to measure the impact these projects have on the women, it may be pointed out that women involved in these activities have and are acquiring technological skills and support which can enhance and increase their productivity in agriculture, including marketing skills.

(c) Women in the informal sector

47. Apart from the agricultural sector as discussed above, the informal sector is the second largest employer of female labour force in most African countries. According to an ILO report, in 1990, about 16 million women in sub-Saharan Africa were estimated to be engaged in the sector.[24] This represented 35 per cent of total employment in the informal sector. Compared to the previous years, female employment in the informal sector increased from 10 per cent of total female labour force to 14.8 per cent in 1980, 17.9 per cent in 1985, and 17.7 per cent in 1990.[25] These imply an average annual growth rate of more than 6 per cent for female employment in the sector. In other words, this means that the extent of women's participation in the sector has increased by two and a half fold since the 1970s. This corresponds to almost the entry of 0.5 million women each year since 1990. Table 6 below shows women in the informal sector in selected sub-Saharan African countries for 1970, 1980, 1985 and 1990.

48. Reasons and/or factors explaining women's increase in the informal sector are linked to the lack of alternative options for income-generation activities especially for the large number of women without formal education; the economic crisis which has intensified women's role of compensating for changes in the labour market and that far-reaching transformation in economic structure increasingly leave women to carry the burden of satisfying the full spectrum of the family's basic survival needs.

49. During the fourth Regional Conference on the Integration of Women in Development, a review on the role of women in the informal sector showed that employment in the informal sector continues to play a key role and a hope for survival for a greater majority of women particularly in the urban area. Women are engaged mainly in petty trading, small-scale

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[24] Women's Employment Promotion in Africa: Patterns and Relevant Issues, ILO/JASPA, 1990.

[25] Ibid.

processing, and selling of food items, handicrafts, etc.,[26] as evidenced in table 6. Outside the trading activities, the importance of women in activities such as food processing, shoe-making, textile/tailoring, wood working, metal fabricating, garage/repair services and other general services range from a high of 17 per cent in Kinshasa, Zaire, to a low 6 per cent in Nigeria.[27]

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[26] ILO, Report of the Director General, Seventh African Regional Conference, Harare, November - December 1988, ILO, Geneva, 1988.

[27] ILO/JASPA, Women's Employment Promotion in Africa: Patterns and Relevant Issues, 1990.

Table 6: Women in the informal sector in selected sub-Saharan African countries

	Total informal sector employment (thousands)				Female informal sector employment (thousands)							
					Total				Trade only			
	1970	1980	1985	1990	1970	1980	1985	1990	1970	1980	1985	1990
Congo	86	130	160	195	23	35	43	46	18	27	34	37
Ghana	358	683	946	1266	114	219	303	346	94	177	246	281
Guinea	147	246	318	406	47	79	102	109	39	66	86	92
Liberia	70	134	186	249	30	58	80	98	18	35	48	60
Madagascar	78	145	198	265	26	48	65	77	21	39	53	64
Kenya	195	374	518	693	61	116	161	254	51	97	135	213
Nigeria	3418	6347	8649	11574	1018	1904	2595	2997	899	1650	2249	2597
Somalia	224	429	594	795	72	137	190	275	59	112	154	224
Tanzania	668	1281	1774	2374	203	384	532	675	179	333	461	585
Togo	70	141	200	276	27	55	78	89	23	47	66	75
Zaire	1335	2478	3376	4518	498	917	1249	1124	351	644	878	790

Source: JASPA Data Bank, 1990.

50. Though information on women in the informal sector is not quantified, the above figures are an indication of the predominant position of women in the informal sector as family workers.

51. In conclusion, despite the improvement in access to education for women, the long-term effects on women's employment in the formal sector have in general not improved. Women have been greatly affected through for example retrenchment policies and de-emphasis of the public sector as a major source of employment in the modern sector. This situation has potentially disturbing consequences particularly for the prospects of achieving significant improvement by the year 2000. In view of the low participation of women in the formal sector, many women have found themselves in the informal sector with all the disadvantages that it represents. In the agriculture sector, though there have been some improvement in the training of extension women workers, training for skills acquisition in various technologies, support services and the provision of farm implements, women in the rural areas continue to work harder than before. Credit, marketing, extension and input distribution are still inadequate to meet the needs of the rural small growers and farmers especially in the food sector. In this connection, women are still the most disadvantaged.

52. Since over 50 per cent of the labour force in agriculture is made up of women, it is of concern that the conditions under which rural women work as food producers still remains very primitive. Intensified efforts must be made to promote access to technology, training, credit

facilities and to drastically improve the general social and physical environment if her productivity is to increase.

C. WOMEN IN INDUSTRIAL DEVELOPMENT

53. Paragraph 191 of the Nairobi Forward-looking Strategies states that women should be viewed as users and agents of change in science and technology, and their technological and managerial skills should be enhanced in order to increase national self-reliance in industrial production and to promote innovations in productive design, product adaptation and production techniques. At the same time, industrial technologies should be applied appropriately to the needs and situations of women so as to free them from time- and energy-consuming tasks.[28]

54. Although the role and the potential of women for increased participation in socio-economic development is generally recognized in most countries, the contribution of women to the industrialization process is still minimal. The fourth Regional Conference on the Integration of Women in Development (Abuja, Nigeria, 1989) noted that a significant number of women were already engaged in industry. However, on a country-to-country basis, the participation of women in the industrial labour force in Africa was only a very small percentage of the total. Different country reports presented at the Conference indicated a number of important production lines that more commonly involved women such as food processing, textiles, animal products, household equipment manufacturing, pharmaceutical and medical products. Accordingly, in a study on women and the Industrial Development Decade for Africa undertaken in Egypt, Cote d'Ivoire, Nigeria and the United Republic of Tanzania, in all four case studies, women form a small proportion of all modern sector employees. African women employed in the modern manufacturing sector are concentrated in a limited number of industries. These are usually light consumer-oriented industries such as food processing, pharmaceutical and electronics.[29]

55. Within the industries covered by the four countries case studies it was reported that women generally hold low skill, low wage jobs which carry few opportunities for advancement and undertake repetitive work devoid of any decision-making powers.[30] Similarly, a recent study on women and agro-industries undertaken in Botswana, Lesotho, the United Republic of Tanzania and Zimbabwe established the low participation and low skill, low wage jobs occupied by women in agro-industries.[31] For the most part, women's participation in industrial production is confined to industries with low technology, low capital requirements and low productivity or

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[28] The Nairobi Forward-looking Strategies for the Advancement of Women, United Nations, Nairobi, Kenya, 1985.

[29] Women and Industrial Development Decade for Africa, E/ECA/ATRCW/86/05.

[30] Ibid.

[31] The Role of Women in Agro-industries in four Eastern and Southern Africa Countries: Botswana, Lesotho, Tanzania and Zimbabwe, ECA/ATRCW/88/2, 1988.

industries that, in spite of high capital requirements and sophisticated technologies, are highly labour-intensive.[32] The common factors for women workers in these two types of industries are low wages and poor working conditions.

56. In spite of the low participation of women in the industrial sector, it is to be recognized that in many countries of Africa, women have substantially contributed to the development of traditional small- and medium-scale industries that still account for major industrial production and in some cases, women's contribution has provided for the countries entry into the world market. The pattern of industrial growth in Africa and other developing countries has tended to favour only a small part of the population, often those living in urban rather than rural areas. This calls for increased efforts to develop industry in rural areas on a greater scale. For this to be achieved, there is a need for women in the rural area to participate in the industrialization process.

57. Tables 7.1 and 7.2 on economically active population - sectoral distribution for females and males in industry, respectively, show the percentage of female and male active population in the industrial sector. As indicated earlier, with the exception of Morocco and Tunisia, the percentage of women's involvement in this sector is low as compared to male. However, table 7.1 shows that the participation of women in countries such as Algeria, Egypt, Morocco, Tunisia and Cape Verde is substantial although it is more often than not ignored and its value remains only partially recognized. This substantial participation may be due to the fact that some countries have expanded their industries and this has provided more opportunities for women to work in the industrial sector.

58. As was noted by the fourth Regional Conference (Abuja, Nigeria 1989) as well as from the findings of recent research studies, a number of constraints to a fuller participation of women in the industrialization process are mainly of an economic, political, social, legal and psychological nature. In the first place, social and attitudinal barriers as reflected in such discriminatory practices as unequal wages, reluctane to employ women at higher echelons of industry, and lack of facilities for assisting women to set up their own enterprises continue to put women at a disadvantageous position. Secondly, at this time of acute unemployment and under-employment, women are finding it particularly hard to find work in industry. Thirdly, the inadequate industrial capacity of many African countries is another major constraint to creating increased employment opportunities.

59. In this regard, no special consideration has been given to the promotion and development of industrial projects that women could initiate. Lack of effort in this regard is most apparent in small-scale industry and in the rural areas where women have the potential to play a significant role in industrial development. However, for rural women to be able to play a significant role, special measures are needed to remove a number of constraints, such as lack of information on investment opportunities; lack of available finance for rural women, such as credit; lack of

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[32] Women and Industrialization in Developing Countries. UNIDO, United Nations, New York, 1981.

entrepreneurial, managerial and technical skills, particularly among rural women; lack of sufficient training and skill improvement facilities, particularly those leading to overall entrepreneurship development such as marketing, credit and production management; and lack of information for women on existing facilities and programmes related to industrial development.

60. Concerning industrial production, few women have the minimum technical skills required in industry, particularly those required by modern and technical technologies. This problem is compounded by the fact that there appears to be discrimination against women when it comes to placement in existing industrial training programmes including on-the-job training. In fact, technological advancements in industry are often used as a pretext for excluding women from high-paying positions in industry, while little has or is being done to upgrade women's skills to correspond to such technological changes.

61. Inadequate training and acquisition of technical skills on the part of women is also attributed to the low enrolment of females in science and technological-based training programmes at all levels of the education system particularly at the secondary school, university and at technical schools and colleges. Some studies on women in science and technology undertaken in Kenya, Sierra Leone and Swaziland have established the low enrolment of females in science-based subjects.[33]

62. If women are to improve their position in the industrial work force, they require easier access to all forms of education and training. At present, they face discrimination by circumstance or intent and this perpetuates sexual inequalities in jobs, power and personal relations. Women's under-representation and under-achievement in science and technology education has far-reaching implications on their employment in the science-related and technical fields. It has a dampening effect on the proponents of women's rights, especially in the area of equality in education and employment. Women in Africa constitute more than half of the population, therefore this potential human resources must be identified, trained and developed for equal participation in the science and technological transformation taking place in Africa.

63. At the decision-making and planning levels, women's interests are usually excluded from the decision-making and planning bodies involved in the industrialization process, with the result that project ideas developed by women for their own benefit often never reach the decision level and that industrialization plans with adverse effects on women may easily be approved and implemented. Until a significant degree of involvement of women in decision-making could be secured, discrimination against women in industry would continue. Since women are prime contributors to, as well as beneficiaries of, the processes of industrial development, it is important that women's views concerning priorities and elements of change within development should be taken into account in any consideration of new industrial development strategies, policies and programmes.

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[33] Research on "Women and the Scientific Professions in Africa": The Case of Kenya, Sierra Leone and Swaziland, 1988, UNECA/ATRCW.

64. Industrial technologies should be applied appropriately to women's needs and situations, so as to free women from time- or energy- consuming tasks as much as possible, in order to create the opportunity for larger number of women to engage in income-generating and development activities. Increasing the number of women in the industrialization process does not mean more women should gain access to positions held by men but implies a total restructuring of all economic, social, educational and legal structures whereby both women and men are equally able to participate in the total economic development process that provides increasing opportunities for all.

V. LAW AND LEGISLATION

65. According to the assessment made during the fourth Regional Conference (1989) which reviewed the implementation of the Strategies, law and legislation was one of the areas considered of substantial progress. The main international instrument promoting equality between the sexes is the Convention on the Elimination of All Forms of Discrimination Against Women which by 31 January 1990 had been ratified or acceded to by 101 States.[34] According to the IPPF wall chart the Convention has been ratified as of June 1990 by 103 out of the 159 United Nations member States.

66. In the African region, 25 countries have ratified the Convention, seven countries have signed but not ratified, seven countries have ratified but with reservations and 12 countries have not signed and ratified the Convention. According to the review and appraisal by the Division for the Advancement of Women, about half of the developing countries including those in the African region claim to have achieved de jure equality. However, despite this progress, many countries in Africa indicate that inequality still exists in certain provisions, particularly those pertaining to property, family law, employment legislation and the application of laws. During the Regional Conference (1989), many countries reported that amendments or revisions of some existing laws have been made to ensure the rights of women and to improve their status and eliminate discrimination particularly in the field of civil law. Some countries mentioned the revision of laws regarding equal employment opportunity acts and the implementation of equal pay for equal work.

67. Measures to eliminate de facto discrimination through legal literacy programmes, legal assistance and counselling for women, legal clinics, public legal information on women's rights are provided by various government departments, legal aid centres and women's organizations. With regard to equality in political participation, most countries stated that efforts have been made to increase the representation of women at all levels of the political ruling party system i.e. from the village, community, district, provincial and national levels. Action taken to encourage the participation of women in politics include training programmes for women to improve their management leadership skills, promotion of women's participation in regional and international meetings and measures to ensure that the political interests of women are represented.

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[34] Women 2000, No. 2, 1990. Review and Appraisal 1990. (Published by the Division for the Advancement of Women Centre for Social Development and Humanitarian Affairs, Vienna.

68. The Convention is an important touchstone of progress. It provides hope and a framework for action. Although submission to the Convention on the Elimination of All Forms of Discrimination Against Women indicate that many countries have passed laws indicating equality in divorce, in practice customary, traditional and religious laws override legislation. Right to maternity leave and job protection during maternity are important indicators of the extent to which a government is committed to protecting women in their dual productive and reproductive roles. Some countries have provided measures on maternity leave while others allow maternity leave but without pay.

69. In general, it may be concluded that many member States have enacted reforms to ensure that women have equal opportunities to participate in economic and social life. These efforts can be assessed through the promulgation of improved national legislation on employment, maternity leave, marriage, inheritance and property, education and constitutional rights. However, efforts on the part of the women to know, understand, and exercise their rights is essential if they are to overcome some of the legal barriers to their participation in socio-economic activities.

VI. PROGRESS AT THE INTERNATIONAL LEVEL

70. Since the Nairobi Conference, a concerted effort has been made to improve the capacity of the United Nations system to deliver technical co-operation for the benefit of women, both by incorporating it into mainstream activities and developing approaches to deal directly with the concerns of women. The Commission on the Status of Women has taken a vigorous and determined lead in overseeing the incorporation of the Strategies throughout the United Nations system. The activities of the system during the period 1986-1989 appear mostly in the form of meetings, documents and technical co-operation. Between January 1986 and December 1989, it is estimated that roughly 380 meetings on the subject of women took place within the United Nations organizations.[35]

71. Organizations such as the International Research and Training Institute for the Advancement of Women (INSTRAW) is mandated to promote research for women. It has given priority to the programme on information, documentation and communication. While the United Nations Development Fund for Women (UNIFEM) is mandated to finance innovative and experimental activities directly benefiting women, in line with national and regional priorities. UNIFEM has and continues to make critical contributions to women and development by providing access to improved technologies, training and credit. UNIFEM has initiated a number of projects and activities with emphasis given to agriculture and food security, credit and mainsteaming programmes. UNIFEM's African Investment Plan (AIP) which, in line with the priority needs of the region, has strengthened the capacity of (a) food cycle technologies and African women farmers; (b) NGOs to promote food security; (c) credit support system; and (d) regional and

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[35] Women 2000, No. 2, 1990, Review and Appraisal 1990.

national institutions for programming and planning for WID.[36] UNIFEM's African Investment Plan has been adjusted (1989) in light of the United Nations Programme of Action for African Economic Recovery and Development, 1986-1990 (UN-PAAERD) and in response to the economic crisis.

72. Efforts are undertaken by UNIDO to give consideration to the role of women in technical co-operation projects, study and research activities particularly those dealing with agro-industry and small-scale industry promotion. UNIDO's activities for the integration of women in industrial development in Africa include advisory services to governments on policy measures and specific projects to promote the integration of women in industrial development; development and dissemination of food processing technologies for rural women. Exploratory missions to Burkina Faso, Mali, the Niger, Senegal and Togo have been undertaken to survey technologies used by rural women in these countries. Other activities involve entrepreneurial and managerial skill development for women entrepreneurs. Training programme in food processing for women entrepreneurs has been developed.[37]

73. Within its mandate for population activities, the United Nations Population Fund (UNFPA) continues to extend its efforts in supporting projects specifically designed to improve the status of women and ensuring that all projects take the interests and the role of women fully into account in their design, appraisal and implementation. Efforts have been made to strengthen the capacity of institutions including women's bureaux and Non-governmental Organizations responsible for the advancement of women in countries such as Ghana, Guinea-Bissau, Mali, Mozambique, Angola and the Central African Republic. Between 1987-1988, the Fund provided assistance to at least 10 sub-Saharan African countries namely Cameroon, the Central African Republic, Cote d'Ivoire, Kenya, Malawi, Mali, Mauritania, the Niger, Senegal and the United Republic of Tanzania to conduct national population censuses.

74. UNDP has taken women's programmes very seriously and has funded a number of projects in various spheres of development at the regional, subregional and national levels. Within the Desertification Control Programme, UNEP in co-operation with UNESCO, supported a seminar on "The role of women in pastoral and agro-pastoral societies in the improvement and management of arid and semi-arid reserves in Africa in April 1989 in Dakar. The seminar aimed at increasing women's access to training and technology to combat famine and food scarcity in these areas of depleted natural resources.

75. Other United Nations agencies such as UNHCR, WHO and FAO continue to carry out activities within their respective mandates with the view to improve the socio-economic conditions of women in Africa.

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[36] Report to the fourth Regional Conference on the Integration of Women in Development on the Implementation of the Arusha Strategies, Regional Perspective, E/ECA/ATRCW/RC1 WD.4/3, 1990.

[37] Ibid.

76. The Economic Commission for Africa through its unit, the African Training and Research Centre for Women and other substantive Divisions have made viable contributions to the women in development (WID) programmes in the region. ATRCW activities include monitoring changes in the situation of African women in the context of the Strategies; promoting women in small-scale enterprises with particular emphasis on improving the managerial capabilities of women; the role of women in the informal sector and access of women to scientific and technical fields; enhancing the capacity of national machineries to incorporate gender issues in national development plans; and sectoral analysis of emerging socio-economic trends and their impact on African women.

77. On account of the above, ATRCW has tackled the activities from different angles and through systematic studies, training seminars designed to promote and improve the socio-economic conditions of women. In its efforts to improve the working conditions of women, a project on improving women's access to credit as recommended in the Strategies is being implemented. Funded by SIDA, the project involves training programmes in management, credit techniques and pilot projects in Ethiopia, Rwanda and Uganda. Research competition for women in Eastern and Southern Africa in the informal and agro-industry sectors is being undertaken by 10 women researchers. This has been made possible under Ford Foundation grant. As regards information network in Africa, ATRCW disseminates reports/documents to member States, organizations, national libraries, training and research institutes as well as interested individuals.

78. Looking into the future, ATRCW will give attention to improving communication networks of the Centre; monitoring the implementation of the Nairobi Forward-looking Strategies and the Abuja Declaration on Participatory Development: The Role of Women in the 1990s; access of women to education and training in science and technology; promotion of women's participation at the decision-making level through leadership training, co-ordination and harmonization of activities on WID with subregional and regional organizations. These and others will be the major focus of activities for the future.

VII. CONCLUSIONS AND RECOMMENDATIONS

A. Conclusions

79. The economic conditions of the 1980s, by restricting growth and reducing national capacity to mobilize the public sector for social and economic change, have lessened the likelihood of rapid progress towards achieving the objectives of the Strategies. In Africa, economic stagnation, continued population increase, the prolonged international debt crisis and the adjustment policies designed to mitigate it have constrained the activities of women as individuals, as careers and providers for families and households and as participants in the practical development of their countries. Accordingly, pre-existing conditions of inequality between men and women in health and nutrition, levels of literacy and training, access to education and economic opportunity, and in participation in decision-making at all levels have sometimes been exacerbated both by the crises themselves and by the policies adopted to cope with them.

80. Although both women and men have suffered and continue to suffer the effects of the crisis, it is more often women who are forced to modify their lives to adjust to the changed economic circumstances of their households, thus giving the current economic situation its gender dimension. In countries where adjustment has been particularly severe, there has been a tendency for girls to be withdrawn from school, in order to help families in economic activities.

81. Economic recovery and advancement towards the social and political goals of development require the participation of the entire population. As stated by His Excellency General Ibrahim Babangida, President of the Federal Republic of Nigeria during the fourth Regional Conference:

> "national development would be meaningless and incomplete without the involvement of women, a fact that justified the goals of the United Nations Decade for Women, i.e., Equality, Development and Peace. The development of a nation should be carried out in partnership with the women and no one gender should be seen as either the senior or junior partner in the relationship."

82. The question is how policies and measures to restore and stimulate growth can be combined with programmes to eliminate basic inequalities and barriers in terms of access to services and economic opportunities.

83. Despite the economic crisis and obstacles encountered in the implementation of the Strategies, African Governments have by no doubt made, at various levels, efforts to improve the socio-economic conditions of women by recognizing the key role played by women in the development process and, to some extent, by guaranteeing them equal access to available opportunities and resources. Such efforts as indicated in this review can be seen in the ratification of the United Nations Conventions on Women by different countries in national legislation on employment, maternity protection, marriage, inheritance and property rights. Most

African countries have enshrined in their constitutions the principles of political, economic, social and civil rights for all their citizenry - men and women.

84. Secondly, this review and appraisal of the implementation of the Strategies shows further that African Governments have directed considerable amount of resources and energy to expanding educational opportunities. In many cases, the share of females in total enrolment at the first and second levels has increased at a more rapid rate than that of males. Gender parity at least at first level has been achieved in a few countries and is likely to be achieved in the foreseeable future. With regard to science and technology some countries have introduced measures to increase women's participation and enrolment in science-based training programmes.

85. In the employment sector, the review shows that there has been slow progress particularly in the modern sector, while a great number of women are engaged in the informal sector. Participation of women in the industrial sector still remains at a very low level with the exception of a few countries. This is an area where further attention should be given to upgrade women's technological skills and their level of participation.

86. In terms of institution building, African Governments have made and continue to make efforts to upgrade or supplement the original structures given to the national machineries. Some countries have taken measures to make national machineries more effective by giving them higher status within the government system and or by creating a technical committee aimed at providing advice and technical assistance to the national machineries. Some United Nations agencies have also given support to institution building.

87. In general, at the individual level, women themselves have begun to view their condition in wider terms and perspectives; their rights as citizens, their struggle for economic survival; pursuing professional career development and have become more resourceful in their own personal capacity. In some ways, this is a sign of change towards improving their socio-economic conditions and self-sustainment since the Nairobi Conference stressed the need for women to better equip themselves for a greater role in society. This requires greater commitment to the acquisition of new knowledge, attitudes skills and techniques for promoting the structural and technological transformations required if real change in the socio-economic conditions of women is to take place. Accordingly, the future situation of women in Africa will depend, to a large extent, on the capacity of the system to integrate human resources, particularly women, more effectively and more positively in the development efforts in our countries.

B. Recommendations

88. In line with the present review and appraisal of the implementation of the Strategies and the extent to which the implementation of the Strategies has brought about changes in the socio-economic conditions of women, the following recommendations are advanced:

(a) Considering the very low participation and contribution of women in the industrialization process, it is hereby recommended that attention be given to upgrade women's technical skills, education and training in science and technology to alleviate the burden of women's work in the field;

(b) Priority in national policy and planning should be given to the education of women in science and technology;

(c) Governments should create a women's industrial promotion and information service within the Ministry of Commerce and Industry in order to provide women with access to information on existing and forthcoming industrial opportunities for them with regard to education, skill and vocational training as well as possibilities of employment;

(d) Banking regulations and policies concerning industrial credit should be reviewed with the objective of modifying them to facilitate the financing of women's industrial projects;

(e) Governments should create or strengthen special assistance units for women industrialists and entrepreneurs, particularly in small- and medium-scale industries. Such units would assist women in the selection of technology appropriate to local conditions and in the preparation of projects for loan applications;

(f) Small farmer credit schemes particularly designed to meet the needs of women should be set up and supported financially. These could be done within existing agricultural finance institutions or through co-operatives;

(g) Some age-old customs and traditions have inculcated very negative perceptions and beliefs about women and their capabilities. There is urgent need to change these and instill self-confidence in rural women through education. Similarly, there is a need also to educate men on the negative impacts on women of some of the unprogressive traditional belief systems propagated by men and the need to change men's attitudes towards women;

(h) Governments should take action to reinforce legislation that provides for equality between men and women;

(i) The number of women in decision-making positions in governments, intergovernmental and non-governmental organizations should be increased.

Table 5.1: Economically active population: sectoral distribution female industry
(in percentage)

Subregion, Countries	1981	1982	1983	1984	1985	1986	1987
NORTH AFRICA	21.00	21.35	21.70	22.05	22.40	22.65	22.90
Algeria	22.20	22.5	22.80	23.15	23.45	23.75	24.05
Egypt	17.20	17.55	17.90	18.25	18.60	18.90	19.20
Libyan Arab Jamahiriya	13.55	13.90	14.25	14.60	14.95	15.35	15.65
Morocco	34.20	34.40	34.55	34.70	34.85	35.25	35.65
Sudan	4.10	4.30	4.50	4.70	4.90	5.15	5.45
Tunisia	45.75	46.75	47.65	48.50	49.10	49.65	50.25
WEST AFRICA	6.15	6.30	6.40	6.55	6.65	6.75	6.85
Benin	3.40	3.45	3.60	3.65	3.80	3.95	4.05
Burkina Faso	3.55	3.60	3.65	3.75	3.80	3.85	3.90
Cape Verde	22.10	22.25	22.45	22.60	22.80	22.95	23.15
Cote D'Ivoire	5.10	5.20	5.40	5.45	5.55	5.70	5.98
The Gambia	2.30	2.30	2.35	2.35	2.40	2.45	2.50
Ghana	16.15	16.35	16.55	16.70	16.90	17.15	17.30
Guinea	5.25	5.55	5.75	6.00	6.30	6.65	7.00
Guinea-Bissau	1.70	1.80	1.90	2.00	2.10	2.15	2.20
Liberia	1.55	1.60	1.65	1.70	1.75	1.80	1.85
Mali	3.45	3.50	3.55	3.60	3.65	3.70	3.75
Mauritania	3.35	3.55	3.75	4.00	4.35	4.50	4.65
Niger	0.15	0.15	0.15	0.20	0.20	0.20	0.20
Nigeria	6.80	6.90	7.05	7.15	7.25	7.35	7.40
Senegal	2.35	2.40	2.45	2.50	2.55	2.60	2.65
Sierra Leone	3.70	3.80	3.90	4.05	4.15	4.25	4.35
Togo	7.45	7.55	7.65	7.75	7.85	7.90	7.95
CENTRAL AFRICA	1.70	1.75	1.80	1.85	1.85	1.90	1.90
Burundi	1.05	1.05	1.10	1.10	1.10	1.10	1.10
Cameroon	3.20	3.40	3.55	3.75	3.95	4.20	4.35
Central African Republic	3.60	3.65	3.70	3.75	3.85	3.95	4.10
Chad	1.10	1.15	1.25	1.30	1.35	1.40	1.45
Congo	1.75	1.80	1.90	1.95	2.05	2.15	2.30
Equatorial Guinea	2.85	3.00	3.20	3.35	3.55	3.70	3.90
Gabon	2.55	2.65	2.75	2.95	3.15	3.30	3.40
Rwanda	0.65	0.65	0.65	0.70	0.70	0.75	0.80
Sao Tome and Principe	3.80	3.90	4.05	4.15	4.30	4.40	4.50
Zaire	1.50	1.55	1.55	1.60	1.65	1.70	1.75

Table 5.1: Economically active population: sectoral distribution - Female industry

(in percentage) (cont'd)

Subregion, countries	1981	1982	1983	1984	1985	1986	1987
EASTERN AND SOUTHERN AFRICA	3.05	3.10	3.20	3.30	3.40	3.50	3.60
Angola	1.65	1.65	1.70	1.70	1.75	1.80	1.85
Botswana	2.10	2.20	2.45	2.60	2.80	3.00	3.20
Comoros	2.70	2.60	2.45	2.30	2.20	2.10	2.00
Djibouti	2.20	2.10	2.05	1.90	1.85	1.85	1.80
Ethiopia	6.35	6.55	6.80	7.00	7.25	7.50	7.70
Kenya	2.80	2.95	3.00	3.10	3.20	3.35	3.45
Lesotho	2.05	2.15	2.25	2.35	2.45	2.65	2.90
Madagascar	1.75	1.80	1.90	2.00	2.10	2.20	2.30
Malawi	2.35	2.50	2.70	2.85	3.05	3.20	3.40
Mauritius	13.10	13.20	13.35	13.45	13.55	13.70	13.90
Mozambique	0.80	0.85	0.85	0.85	0.90	0.90	0.90
Seychelles	7.85	8.90	10.00	11.05	12.15	3.20	14.30
Somalia	1.75	1.70	1.70	1.65	1.65	1.60	1.60
Swaziland	3.45	3.60	3.75	3.90	4.05	4.20	4.35
Tanzania, United Republic of	1.65	1.60	1.50	1.45	1.30	1.30	1.25
Uganda	2.05	2.15	2.30	2.40	2.55	2.65	2.80
Zambia	2.75	2.80	2.80	2.85	2.85	2.90	2.95
Zimbabwe	3.60	3.70	3.75	3.85	3.90	3.95	4.00
TOTAL AFRICA	5.10	5.25	5.35	5.50	5.60	5.75	5.90

Table 5.2: Economically active population: Sectoral distribution - Male industry
(in percentage)

Subregions, countries	1981	1982	1983	1984	1985	1986	1987
NORTH AFRICA	21.10	21.45	21.75	22.05	22.35	22.75	23.10
Algeria	27.80	28.20	28.55	28.90	29.20	29.70	30.10
Egypt	20.85	21.05	21.25	21.45	21.65	21.90	22.15
Libyan Arab Jamahiriya	30.45	30.70	31.05	31.30	31.55	31.80	32.15
Morocco	23.50	23.95	24.40	24.80	25.20	25.70	26.15
Sudan	8.70	9.00	9.30	9.60	9.85	10.25	10.55
Tunisia	34.80	35.30	35.85	36.30	36.85	37.40	37.90
WEST AFRICA	12.65	12.80	12.95	13.05	13.20	13.40	13.60
Benin	10.15	10.55	10.70	11.05	11.20	11.55	11.75
Burkina Faso	5.10	5.15	5.20	5.25	5.35	5.45	5.60
Cape Verde	23.50	23.95	24.35	24.75	25.20	25.70	26.10
Cote d'Ivoire	10.30	10.65	10.85	11.15	11.40	11.75	12.05
The Gambia	10.25	10.35	10.45	10.55	10.65	10.75	10.90
Ghana	19.40	19.70	19.95	20.20	20.55	20.90	21.30
Guinea	12.20	12.50	12.80	13.05	13.30	13.60	13.90
Guinea Bissau	5.05	5.10	5.20	5.25	5.35	5.40	5.50
Liberia	12.95	12.90	12.85	12.80	12.85	12.90	12.95
Mali	1.80	1.85	1.90	1.95	2.05	2.10	2.20
Mauritania	10.65	10.85	11.05	11.20	11.40	11.65	11.95
Niger	3.15	3.25	3.35	3.45	3.55	3.70	3.85
Nigeria	14.65	14.75	14.85	14.95	15.05	15.20	15.35
Senegal	9.05	9.10	9.15	9.25	9.30	9.35	9.40
Sierra Leone	20.05	20.50	20.85	21.25	21.65	22.15	22.65
Togo	11.50	11.75	12.00	12.10	12.20	12.40	12.55

CENTRAL AFRICA	14.10	14.40	14.70	15.00	15.30	15.65	15.95
Burundi	3.85	3.95	4.15	4.25	4.35	4.55	4.65
Cameroon	11.80	12.40	13.00	13.60	14.10	14.70	15.30
Central African Republic	9.00	9.05	9.10	9.15	9.20	9.25	9.30
Chad	5.95	6.25	6.55	6.75	7.00	7.35	7.65
Congo	18.85	18.90	18.95	19.00	19.05	19.10	19.15
Equatorial Guinea	18.10	18.50	18.85	19.25	19.65	20.05	20.40
Gabon	16.25	16.55	16.85	17.05	17.40	17.75	18.10
Rwanda	5.25	5.35	5.40	5.45	5.55	5.65	5.75
Sao Tome and Principe	20.80	21.70	22.60	23.50	24.40	25.30	26.20
Zaire	20.20	20.55	20.85	21.20	21.50	21.85	22.20

Table 5.2: Economically Active Population: Sectoral Distribution - Male - Industry

(In Percentage) (cont'd)

Subregions, countries	1981	1982	1983	1984	1985	1986	1987
East and Southern Africa	10.30	10.45	10.55	10.70	10.80	11.05	11.25
Angola	14.90	14.95	15.00	15.05	15.10	15.20	15.30
Botswana	19.70	19.95	20.20	20.50	20.80	21.20	21.50
Comoros	7.50	7.55	7.60	7.70	7.80	7.95	8.15
Djibouti	10.70	10.80	10.90	11.00	11.10	11.20	11.30
Ethiopia	9.20	9.45	9.60	9.80	10.00	10.25	10.50
Kenya	9.80	9.90	10.05	10.25	10.40	10.55	10.70
Lesotho	5.95	6.00	6.00	6.05	6.10	6.15	6.15
Madagascar	9.20	9.45	9.55	9.75	9.95	10.10	10.25
Malawi	11.55	11.95	12.40	12.80	13.25	13.65	14.10
Mauritius	27.50	27.45	27.40	27.35	27.30	27.25	27.20
Mozambique	14.15	14.35	14.60	14.80	15.00	15.25	15.45
Seychelles	31.00	31.70	32.40	33.10	33.80	34.50	35.20
Somalia	13.25	13.35	13.45	13.55	13.70	13.95	14.20
Swaziland	13.15	13.65	14.20	14.70	15.25	15.80	16.30
Tanzania, United Repbulic of	7.40	7.40	7.45	7.45	7.50	7.50	7.55
Uganda	6.35	6.35	6.40	6.45	6.50	5.85	6.85
Zambia	12.70	12.85	13.05	13.20	13.35	13.65	13.90
Zimbabwe	14.45	14.60	14.75	14.95	15.10	15.25	15.40
TOTAL AFRICA	13.95	14.15	14.35	14.55	14.80	15.05	15.35

Table 1.3: Number of Pupils enrolled at the second level (female) (1965-1987) (in percentage)

Subregions, countries	1985	1986	1987	1988	1989	1990
NORTH AFRICA						
Algeria	765700*	827808	863010*	899700	976566*	1060000*
Egypt	1514049	1778294*	1685449	1814183*	1952750*	2101900*
Libyan Arab Jamahiriya	...	...	...	...	...	...
Morocco	474706	504636	534843	555272*	576481*	598500*
Sudan	235400	245900	260329*	275606*	291778*	308900*
Tunisia	183580	188589	199461	218693*	239780*	262900*
North Africa	...	...	...	...	...	...
WEST AFRICA						
Benin	30590	29471	28500	31368*	34525*	38000*
Burkina Faso	17991	20245	23500*	26605*	30120*	34100*
Cape Verde	2400	2599	2800*	3016*	3249*	3500*
Cote d'Ivoire	85700	94485*	104170*	114848*	126621*	139600*
Gambia	4746	4861*	4979*	5100*	6143*	7400*
Ghana	301124*	320816*	337834	342621*	347476*	352400*
Guinea	24493	21068	21833*	22626*	23448*	24300*
Guinea-Bissau	1800*	1621	1842*	2092*	2377*	2700*
Liberia	12900*	12700*	12389*	12085*	11789*	11500*
Mali	19900*	19036*	19238	19777*	20331*	20900*
Mauritania	9408*	10890	11706	13334*	15188*	17300*
Niger	15000*	15400*	16602*	17897*	19294*	20800*
Nigeria	986600*	1085816*	1195009*	1315182*	1447441*	1593000*
Senegal	42937	45805	48865	53741*	59103*	65000*
Sierra Leone	29590	31608	33980	35106*	...	55400*
Togo	22983	23168	28383	28718*	29057*	29400*
West Africa	1608162*	1739589*	1891630*	2044116*	...	2415300*

Table 1.3: Number of pupils enrolled at the second level (female) (1965-1987) (cont'd)

SUBREGIONS, COUNTRIES	1985	1986	1987	1988	1989	1990
CENTRAL AFRICA						
Burundi	8791	10397	11100	14048*	17779*	22500*
Cameroon	134149	153228	166897	178535*	190983*	204300*
Central African Republic	15985	14620	12870	14366*	16036*	17900*
Chad	7100	7150*	7200*	8086*	9082*	10200*
Congo	96908	104145	90899	...	...	...
Equatorial Guinea	1100	1344*	1643*	2008*	2453*	2998*
Gabon	18900*	19827*	20800*	...	...	...
Rwanda	6235	7042	...	...	...	...
Sao Tome and Principe	...	...	...	...	...	...
Zaire	362000*	296747	324591*	355047*	388360*	424800*
Central Africa Total	...	...	...	...	...	...
EAST AND SOUTHERN AFRICA						
Angola	...	...	...	...	...	...
Botswana	19163	20749	23100	25175*	27436*	29900*
Comoros	8169	8432	7562	7041	8841*	11100*
Djibouti	2086	2342	2462	2651	3604*	4900*
Ethiopia	258200	291768*	329700*	343820*	358545*	373900*
Kenya	175684	198604	222717	231440	268072*	310100*
Lesotho	21000	22000	24529*	27350*	30494*	34000*
Madagascar	234200*	210478*	189160*	170000*	180006*	190600*
Malawi	8135	8902	9203	9903	10810*	11800*
Mauritius	34232	33417	34300*	35429*	38506	37800*
Mozambique	47398	50982	38690	40415*	42217*	41100*
Seychelles	1997	1876	1805	1856	...	...
Somalia	15300	14694	14696*	14697*	14699*	14700*
Swaziland	15811	15897	16841	17545	19377*	21400*
Tanzania, United Republic of	33588	39578	44724	48032*	51585*	55400*
Uganda	82000*	92100	103308*	115880*	129982*	145800*
Zambia	50700*	53200*	57756*	62702*	68071*	73900
Zimbabwe	195000	216000	251000	268000	...	...
East and Southern Africa Total	...	...	...	...	...	...
TOTAL AFRICA	...	...	...	...	...	...

Source: ECA Secretariat
* = Estimated number enrolled
... = Data not available

Table 1.4: Number of pupils enrolled at the third level (female) (1965-1987)

Subregions, Countries	1985	1986	1987	1988	1989	1990
NORTH AFRICA						
Algeria	41558	50685	55604*	61000*	68507*	79200*
Egypt	254528	...	264301	300358*	341334*	387900*
Libyan Arab Jamahiriya	8000*	...	...	...	...	...
Morocco	54000	61760*	70636	78268*	86728*	96100*
Sudan	13742	14000*	14824*	15697*	16621*	17600*
Tunisia	14824	14967	16305	17627*	19055*	20600*
North Africa total	386652*	...	...	...	...	...
WEST AFRICA						
Benin	1427	1397	1400*	1292*	1192*	1100*
Burkina Faso	900*	1057	1100*	1343*	1639*	2000*
Cape Verde	...	...	...	...	...	...
Cote d'Ivoire	4200*	4729*	5324*	5995*	6750*	7600*
The Gambia	...	...	...	...	...	...
Ghana	3600	3650*	3700*	4035*	4401*	4800*
Guinea	1267	923	693	855*	1054*	1300*
Guinea Bissau	...	...	...	...	...	...
Liberia	1100*	1128*	1157	1171*	1185*	1200*
Mali	874	728	700*	761*	828*	900*
Mauritania	600*	646*	695	758*	826*	900*
Niger	557*	590	616*	643*	671*	700*
Nigeria	29900*	33018*	36462*	40264*	44463*	49100*
Senegal	2700*	3074*	3500*	3749*	4015*	4300*
Sierra Leone	458	374	490*	641*	840*	1100*
Togo	678	753	1100*	1320*	1584	1900*
West Africa total	...	...	...	...	...	...

Table 1.4: Number of pupils enrolled at the third level (female) (1965-1987) (Cont'd)

Subregions, countries	1985	1986	1987	1988	1989	1990
CENTRAL AFRICA						
Burundi	676	738	814	900*	995*	1100*
Cameroon	2300*	4181	4282*	4385*	4491*	4600*
Central African Republic	287	326*	371	346*	322*	300*
Chad	200*	...	200*	...	...	200*
Congo	1665	...	...	...	...	...
Equatorial Guinea	200	...	...	...	...	400*
Gabon	1000*	1173	1200*	...	...	...
Rwanda	269	247	362	374*	387*	400*
Sao Tome and Principe	...	...	...	...	...	...
Zaire	4000*	4200*	3954*	3723*	3505*	3300*
Central Africa Total	...	...	...	...	...	...
EAST and SOUTHERN AFRICA						
Angola	...	...	...	...	...	...
Botswana	602*	814*	1100*	1272*	1470*	1700*
Comoros	16	...	74	...	...	...
Djibouti	...	...	...	...	...	...
Ethiopia	4881	5003	5029	6303*	7899*	9900*
Kenya	5710	2993	4808	6918	...	13000*
Lesotho	1500*	1634*	1780*	1939*	2112*	2300*
Madagascar	14703	14329	15141*	16000*	13506*	11400*
Malawi	1129	1111	1100*	1220*	1353*	1500*
Mauritius	421	367	576	756*	991*	1300*
Mozambique	332	360*	516	...	...	500*
Seychelles	...	...	...	...	...	...
Somalia	2400*	2337*	2275*	2215*	2157*	2100*
Swaziland	900*	900*	900*	1043*	1208*	1400*
Tanzania, United Republic of	710	689	641	767*	919*	1100*
Uganda	2349	3098	3639*	4275*	5022*	5900*
Zambia	1900*	1900*	2130*	2387*	2676*	3000*
Zimbabwe	...	5932	...	...	...	...
East and Southern Africa Total	...	...	...	...	...	...
TOTAL AFRICA	...	...	...	...	...	...

Source: ECA Secretariat
* = Estimated number enrolled
... = Data not available

Table 3.1: Number of pupils enrolled at the first level (male) (1965-1987)

Subregions, Countries	1985	1986	1987	1988	1989	1990
NORTH AFRICA						
Algeria	1965131	2035874	2119137	2170012	2231658*	2295000*
Egypt	529676	3726459	4025896	4170616*	4320007*	4473400*
Libyan Arab Jamahiriya	418053*	432853*	448003*	463683*	...	...
Morocco	1408723	1373092	1336023	1375336*	1415497*	1456500*
Sudan	1035354	1052238	1113551*	1178433*	1147092*	1319700*
Tunisia	716673	735251	743924	757448*	771183*	785100*
North Africa total	9073610*	9355767*	9786534*	10115528*	...	...
WEST AFRICA						
Benin	295281	293700	306673	311680	335371*	360800*
Burkina Faso	221968	246116	258570	275726*	293653*	313000*
Cape Verde	29284	30638	30604	30575*	30546*	30500*
Cote d'Ivoire	720804	74700	793155*	842215*	894069*	95790*
The Gambia	44800	45652	45591*	45133	46193*	50300*
Ghana	906100	888750	879600	925829*	974584*	1025700*
Guinea	188894	187096	199516	201745*	203964*	206200*
Guinea Bissau	50800	49833	52203*	54686*	57283*	60000*
Liberia	83200	81200	84753*	88421*	92203*	96100*
Mali	183520	187805	193193	201495*	2101961*	219100*
Mauritania	84500	92610	92752	97917*	103331*	109000*
Niger	163921	188011	198040*	203047	222186*	243100*
Nigeria	6509770	7689456*	8178275*	8698065*	9250781*	9838500*
Senegal	348571	362748	379219	396032*	413582*	431900*
Sierra Leone	234300	234327*	234056*	233463*	260191*	289600*
Togo	290492	320584	329479	340989*	352828*	365000*
West Africa total						
CENTRAL AFRICA						
Burundi	224463	258978	306529	329483*	354426*	380600*
Cameroon	927497	973473	1008525*	1044923*	1082630*	1121400*
Central African Republic	188688	169148	177194	183741*	190582*	197300*
Chad	242293	224790	299521	3109991*	328693*	353800*
Congo	228648	233285	262673	258802*	...	...
Equatorial Guinea	36200	37206*	38230*	39272*	40330*	41400*
Gabon	93127	96187	98500	101300*	104181*	107163*
Rwanda	427796	459338	491206	512078*	533830*	556500*
Sao Tome and Principe	8540*	8835	9336	9762*	10206*	...
Zaire	2823645	2333373	2426799*	25236313*	2623913*	3727800*
Central Africa total	5200897*	4794613*	5118513*	5313965*	...	...

Table 3.1: Number of pupils enrolled at the first level (male) (1965-1987) (cont'd)

Subregions, Countries	1985	1986	1987	1988	1989	1990
EAST AND SOUTHERN AFRICA						
Angola	488000*	508000*	528000*	549995*	...	...
Botswana	106423	113693	115324*	123905*	133064*	143000*
Comoros	36587	35371	36243	37026	39956*	43100*
Djibouti	14789	15959	16776	17352	18680*	20100*
Ethiopia	1491243	1682278	1787000	1854713*	1924528*	1996700*
Kenya	2434903	2513000	2603986	2746530*	2896792*	3055300*
Lesotho	139316	142000	150110*	158679*	167733*	177300*
Madagascar	828400	807095*	786333*	766100*	815163*	867300*
Malawi	533812	573244	593249	632426*	634188*	718700*
Mauritius	71186	73251	72920	70969	69845	70900*
Mozambique	701973	706924	722894	753582*	785566*	818900*
Seychelles	7295	7395	7297	7286	7279*	...
Somalia	128146	144318*	162440*	182731*	205431*	230800*
Swaziland	70303	71475	74215	76907	80566*	84400*
Tanzania, United Republic of	1589629	1577944	1585108	1668790*	1756719*	1849400*
Uganda	1156800	1207640	1261137*	1316606*	1374083*	1433600*
Zambia	712788	716147	755006*	795974*	839165*	884700*
Zimbabwe	1141305	1153597	1146000	1123000	...	...
East and Southern Africa Total	11652898*	12049331*	12404038*	12882571*	...	..
TOTAL AFRICA	36283619*	37845237*	39564764*	41259082*	...	...

Source: ECA Secretariat
* = Estimated number enrolled
... = Data not available

Table 3.2: Number of pupils enrolled at the first level (female) (1965-1987)

Sub-regions, countries	1985	1986	1987	1988	1989	1990
NORTH AFRICA						
Algeria	1516157	1599458	1682514	1741376	1804012*	1868900*
Egypt	2684574	2887044	3008721	3179623*	3360257*	3551200*
Libyan Arab Jamahiriya	370727*	383851*	397286*	411191*	...	...
Morocco	871164	854868	840824	886161*	933942*	984300*
Sudan	702987	714500	754002*	795688*	839678*	886100*
Tunisia	574817	591290	601997	619925*	638387*	657400*
North Africa total	6720426*	7031011*	7285344*	7633964*	...	..
WEST AFRICA						
Benin	148882	151300*	155375	158597	174501*	192000*
Burkina Faso	129838	144298	153300	169304*	186980*	206500*
Cape Verde	28625	29588	29690*	29780*	29896*	30000*
Cote d'Ivoire	500898	507390	552529*	601704*	655256*	713500*
The Gambia	28100	28903*	29502*	28540	29526*	33300*
Ghana	689700	676486	702270	740285*	780334*	822600*
Guinea	87544	83044	89398	92209*	95105*	98100*
Guinea-Bissau	26200	27171	28759*	30438*	32216*	34100*
Liberia	44800	43800	47366*	51222*	55392*	59900*
Mali	108875	111108	114394	121511*	129071*	137100*
Mauritania	56362	57995	64464	70130*	76294*	83000*
Niger	99241	105178	110138*	114793*	127898*	142500*
Nigeria	5685100	6077777*	6497576*	6946371*	7426165*	7939100*
Senegal	235319	248198	262844	276507*	290880*	3060000*
Sierra Leone	170400	179787*	189691*	200141*	211167*	222800*
Togo	182106	200269	208857	221135*	234135*	247900*
West Africa total	8221990	8672292*	9236153*	9852667*	10534789*	11268400*

.../

Table 3.2: Number of pupils enrolled at the first level (female) (1965-1987) (cont'd)

Subregions, Countries	1985	1986	1987	1988	1989	1990
CENTRAL AFRICA						
Burundi	161473	193446	229000	249199*	271129*	295100*
Cameroon	777820	821781	854326*	888157*	923328*	959909*
Central African Republic	120963	105031	109228	117162*	125668*	134800*
Chad	95323	85137	119885	130209*	141407*	153600*
Congo	231062	242520	235915	232232*	...	...
Equatorial Guinea	32000	33675*	35436*	37290*	39240*	41300*
Gabon	90480	95093	96500	99659*	102917*	106283*
Rwanda	409081	445040	478702	501559*	525508*	550600*
Sao Tome and Principe	8139*	8175	8759	9086*	9426*	...
Zaire	1827111	1822656	1929458*	2042518*	2162203*	2288900*
Central Africa total	3753457*	3852554	4097206*	4307071*	...	...
EAST AND SOUTHERN AFRICA						
Angola	416000*	432000*	450000*	468746*	...	...
Botswana	117185	122248	124000*	133374*	143510*	154300*
Comoros	28241	27033	28494	29300	32613*	36300*
Djibouti	10423	11176	12176	12481	13909*	15500*
Ethiopia	957535	1054239	1097000	1164909*	1237017*	1313600*
Kenya	2267511	2330432	2427354	2580150*	2742564*	2915200*
Lesotho	174687	177000	185776*	194987*	294654*	214800*
Madagascar	771600	754570*	737915*	721628	757998*	796200*
Malawi	408727	449221	473393	503004*	534468*	567900*
Mauritius	69528	71446	71210	69166	68084	69100*
Mozambique	546101	553558	564787	591325*	619110*	648200*
Seychelles	7073	7195	7179	7165	7158*	...
Somalia	66189	77546*	90852*	106441*	124704*	146100*
Swaziland	69042	70731	73528	76080	79513*	83100*
Tanzania, United Republic of	1580130	1580895	1574618	1680851*	1794251*	1915300*
Uganda	858200	996184	1067201*	1143281*	1224785*	1312100*
Zambia	635530	641567	676621*	713591*	752580*	793700*
Zimbabwe	1073658	1119141	1105000	1089000	...	...
East and Southern Africa total	10057360*	10476182*	10767104*	11285479*	...	...
TOTAL AFRICA	28753233*	30032039*	31385810*	33079181*	...	...

Source: ECA Secretariat
* = Estimated number enrolled
... = Data not available